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The first user-customizable microprocessor

Private & Confidential

Paul Strong
52 Stapleford Close
Chelmsford
Essex
CM2 0RB

15 January 2001

Dear Paul

I am writing to confirm our telephone conversation of today.

You advised you have been signed off work for a further week commencing today, by your Doctor and you have a certificate to this effect. As agreed you will send this to me via post. We are thereby expecting you in the office on Monday, 22 January 2001. Please ensure you keep me updated with your progress throughout the week. Where possible could you please telephone me by 09:30.

I asked if you have a Doctor's Certificate for your absence during the first two weeks of January 2001 to which you said that you would get a backdated certificate from your Doctor next week. I requested that you try and get this sooner.

With regards to the reason for your absence you said it was flu and other ongoing matters, which you are currently having tests for.

The Company reserves the right not to pay you during the period of absence; 2 – 12 January 2001 inclusive. This is based on clauses 9.1 – 9.7 of your terms and conditions of employment. Where a Doctor's certificate is provided you may be entitled to receive Statutory Sick Pay at the rate of £60.20 per week. A breakdown of your pay will be provided with your payslip.

As you are aware we do have concern for your health and if this continues we may request your permission for a Doctor's report.

I look forward to hearing from you.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Debbie Evans', with a stylized flourish at the end.

Debbie Evans

Human Resources Assistant

For and on behalf of

Lorna Buckland, Human Resources Manager

EXHIBIT C